INTENTION TOWARD ENTREPRENEURSHIP: THE CASE OF LIBYAN MASTER'S STUDENTS IN UNIVERSITI UTARA MALAYSIA AND GARYOUNIS UNIVERSITY

A thesis submitted to COLLEGE of BUSINESS in partial fulfillment of the requirement for the degree of Master of Science Management UNIVERSITI UTARA MALAYSIA

By

Ibrahim Otman Aneizi

PERMISSION TO USE

In representing this thesis of requirements for Master of Science Management from University Utara Malaysia, I agree that the University Library make it freely available for inspection. I further agree that permission of copying of this thesis in any manner, in whole or in part, for scholarly purposes may be granted by my supervisor or, in their absence, by the Dean of College of Business. It is understood that any copying or publication or use of this thesis or parts thereof for financial gain shall not be allowed without my written permission. It is also understood that due recognition shall be given to me and Universiti Utara Malaysia for any scholarly use which may be made of any material from my thesis.

Requests for permission to copy or to make other use of materials in this thesis, in whole or in part should be addressed to:

Dean
College of Business
University Utara Malaysia
06010 Sintok
Kedah Darul Aman

ABSTRACT

The main objective of this study is to determine whether there is difference in the intention toward entrepreneurship between Libyan male students studying in University Utara Malaysia (UUM) and Garyounis University (GU). In order to measure that, three dimensions of entrepreneurship which are attitude toward behavior, subjective norms, and perceived behavior control were used.

Data were gathered through questionnaire survey of 120 Libyan male masters student studying under College of Business in UUM (n=28) and GU (n=92). Correlation, independent group t-test, and regression analysis were used to examine the relationship, the differences between the variables and the extent of contribution of the variables to entrepreneurship intention. The result indicated that the level attitude towards behavior, subjective norms, and perceived behavior control and intention toward entrepreneurship for UUM's students is higher than GU's students.

UUM being the university that stress an exposure to entrepreneurship environment (formal and informal education) shows higher intention toward entrepreneurship compared to those in GU who are not exposed to entrepreneurship environment- it was also found that.

ACKNOWLEDGEMENTS

First and foremost praise and gratitude go to Allah, the Almighty, for bestowing me with great strength, patience, and courage in completing this thesis.

There are a number of individual whom I owe a special debt of gratitude. Firstly, my sincere appreciation, gratitude, and heartfelt thanks go to my supervisor, Assoc. Prof. Habshah Bakar, the dedicated and aspiring mentor for her continuous intellectual guidance and wise counseling throughout the preparation of this thesis. Enduring this journey would not have been possible without her encouragement, guidance, thoughtfulness, and farsightedness.

My heartfelt appreciation is extended to the wonderful Libyan students who were my respondents from UUM and GU for their cooperation in filling the questionnaire. Also not forgetting other Libyan students in UUM who have been most helpful and to all lecturers in College of Business who have guided me throughout my study in UUM.

In addition, I would also like to express my gratitude for the friendship, encouragement and support for my academic pursuits as extended by my fellow post-graduate colleagues especially, Waled Bengazi, Khaled el Mnafe, and Ala el Bera. .

Last but not least, my deepest appreciation to my parents Otman and Zakia and to my supportive brothers, Walid, Aimn, Anas, Awad, Wail, and Ali Bulera thanks for the prayers and unconditional love. Their love, encouragement, unrelenting support, and sacrifices have been exemplary, always concern about my education and giving me various support toward the success of my study. What I have done, I have done to make you proud.

TABLE OF CONTENTS

PERMISSION TO USE		
ABS	ii	
ACK	NOWLEDGEMENTS	iii
TAB	LE OF CONTENTS	v
LIST	T OF TABLES	X
LIST	T OF FIGURES	xii
LIST OF ABBREVIATIONS		
СНА	APTER 1: INTRODUCTION	
1.0	Introduction	1
1.1	Problem Statement	3
1.2	Research Question	5
1.3	Research Objectives	6
1.4	Hypotheses of Study	6
1.5	Significance of the Study	7
1.6	Scope of Study	8
СНА	APTER 2: LITERATURE REVIEW	
2.0	Introduction	9
2.1	Entrepreneurship Education	9
2.2	The Need for Entrepreneurship Education	11

2.3	Factors Leading to Entrepreneurship		
	2.3.1 Perceptions towards Entrepreneurship	13	
	2.3.2 Attitude toward Entrepreneurship	15	
	2.3.3 Entrepreneurship Orientation	16	
	2.3.4 Inclination toward Entrepreneurship	17	
	2.3.5 Intention toward Entrepreneurship	18	
2.4	Theoretical Prospective	21	
	2.4.1 Theory of Planned Behavior (TPB)	21	
2.5	Factors Affecting Entrepreneurship Intention	24	
	2.5.1 Exposure to Entrepreneurship Education	24	
	2.5.2 History of Family's Involvement in Business	25	
	2.5.3 Personal Experience in Entrepreneurship Activities	27	
2.6	Research Framework	29	
СНА	PTER 3: BACKGROUND OF THE STUDY		
3.0	Introduction	31	
3.1	Overview of Libya	31	
	3.1.1 Geography	31	
	3.1.2 Libyan Economy	32	
	3.1.3 Entrepreneurship and Investment Environment in Libya	33	
	3.1.4 Education System	37	
	3.1.5 Garyonis University	38	
3.2	Entrepreneurship Programme at UUM	40	
CHA	PTER 4: METHOD		
4.0	Introduction	43	
4.1	Research Design	43	
4.2	Questionnaire Design	44	

4.3 Instrument of Measurement			45
	4.3.1	Section one First Part: Measurement of Theory	
		of Planned Behaviour	45
	4.3.2	Section one Second Part: Measurement	
		of Entrepreneurial Intention	48
	4.3.3	Section Two First Part: Family background	51
	4.3.4	Section Two Second Part: Personal Experience	52
4.4	Reliab	pility of the Instruments	53
4.5	Sampling Form		55
4.6	Data Collection		55
4.7	Data A	Analysis	56
СНА	PTER 5	5: FINDINGS	
5.0	Introd	uction	57
5.1	Descriptive Analyses		57
	5.1.1	Data Description	57
	5.1.2	Family's Involvement in Business	59
	5.1.3	Involvement in Entrepreneurship Activities	60
5.2		ntial Analyses	62
	5.2.1	Correlations between AB, SN, PBC, and ITE	62
		Correlations for UUM Correlations for GU	63 65
5.3	Indep	endent Group t-test	66
	5.3.1	The Intention toward Entrepreneurship between	
		Libyan Students who have Family Members Involved in	
		Business versus who do not have.	67

	5.3.2	The Intention toward Entrepreneurship between	
	S	Students who have had Business Experience versus	
	٦	Those who have not Experience.	68
	5.3.3	The Intention toward Entrepreneurship	
	ŀ	between Libyan Masters Students under COB	
		in UUM and Garyounis University	69
5.4	Multiple	Regressions	70
5.5	Conclus	ion	72
СНА	PTER 6:	DISCUSSIONS AND CONCLUSION	
6.0	Introduc	tion	75
6.1	Intention	n toward Entrepreneurship between	
Liby	an student	s in UUM and Garyounis University	
in UU	JM and GU	J to ITE	77
	6.1.1 I	evel of AT, SN, and PBC of UUM and GU's	
		byan master students	77
	0.1.2 1	Level of Entrepreneurship Intention	83
6.2	Factors	that Influences the EI among the Libyan Students	84
	6.2.1	The Intention toward Entrepreneurship between	
	Libyan	Students who have Family Members	
	Involved	l in Business versus who do not have	85
	6.2.2	The Intention toward Entrepreneurship between	
	Students	s who have had Business Experience versus Those	
	who hav	re not Experience.	86
63	Implicat	ions of the Study	87

6.3.1	Theoretical Implications		87
6.3.2	Practical Implication		88
6.4	Recommendation		88
	6.4.1	Recommendations for UUM	89
	6.4.2	Recommendations for GU	89
	6.4.3	Recommendations for Future Research	91
6.5	Concl	lusion	92
DEEL	DEDED	ACTES	02
KEFF	RERER	KUES	93
Quest	ionnaire	e	103

LIST OF TABLES

Table 4.1: Dimensions of Theory of Planned Behaviour		47
	elements	
Table 4.2:	Rating Scale and Measurement	48
Table 4.3:	Items of Entrepreneurial intention	50
Table 4.4:	Rating Scale and Measurement	51
Table 4.5:	Criterion for Acceptability	54
Table 4.6:	Reliability Statistics	54
Table 5.1:	Comparison of Respondents	58
Table 5.2:	Descriptive Analysis	59
Table 5.3:	Family Involvement in Business	60
Table 5.4:	Characteristics of Involvement in Business	62
Table 5.5:	Correlations of UUM	63
Table 5.6:	Correlations of GU	65
Table 5.7:	ITE of those with and without family members in business	67
Table 5.8:	Group Statistics	68
Table 5.9:	ITE of those with and without business experience	68
Table 5.10:	Independent Samples Test	69
Table 5.11:	ITE according to Libyan students in two universities	70
Table 5.12:	Independent Samples Test	70
Table 5.13:	Regression-Model Summary	71
Table 5.14:	Regression-ANOVA Summary	71
Table 5.15:	Regression- Coefficients	72
Table 5.16:	Summary of the relationship between two universities	73

Table 5.17: Summary of the differences

LIST OF FIGURES

Figure 1:	Theoretical framework of the theory of plan behavior		23
Figure 2:	Research Framework	`	30

LIST OF ABBREVIATIONS

Abbreviation Description of Abbreviation

UUM Universiti Utara Malaysia

GU Garyounis University
COB College of Business

MBA Master of Business Administration.

MSc Master of Science Management

ITE Intention toward Entrepreneurship

AB Attitude toward Behavior

SN Subjective Norms

PBC Perceived Behavior Control

GDB Gross Domestic Product

UN United Nation

SMEs Small and Medium Enterprise

EIQ Entrepreneurship Intention Questionnaire

CHAPTER 1

INTRODUCTION

1.0 Introduction

Entrepreneurship programmes were initiated in the USA in the 1970s (Fiet, 2001), where the number of public and private universities attempt to train and educate people to be more entrepreneurial. The number has since multiplied on both sides of the Atlantic (Fayolle, 2000). One of the first courses in entrepreneurship was offered at the Harvard Business School in 1947 (Brockhaus, 2001).

Early exposure to knowledge and entrepreneurial skills are important considerations in developing successful entrepreneurs. There is a high rate of new ventures being created by MSc and MBA students who attended several entrepreneurship-related courses at a Canadian university (McMullan; Long and Wilson, 1985). Entrepreneurship education programmes in universities are a step forward in inculcating the entrepreneurial spirit and culture among students. In order to develop entrepreneurial learning as an observable construct that subsequently allows appropriate intervention from an education and training perspective, it is necessary to further investigate the activities involved in entrepreneurial learning through a framework which has close connections with entrepreneurial success (Man, 2006). It is important that students of various disciplines have an appreciation of entrepreneurial opportunities and be supported

The contents of the thesis is for internal user only

REFERENCES

- Ajzen, I., & Fishbein, M. (1980). Understanding Attitudes and Predicting Social Behavior. Englewood Cliffs: NJ: Prentice-Hall
- Ajzen, I. (1987). Attitudes traits and actions: dispositional prediction of behaviour in personality and social psychology. *Advances in Experimental Social Psychology*, 20, 1-63
- Ajzen, I. (1991). The theory of planned behaviour. *Organizational Behaviour* and Human Decision Process, 50, 179-211
- Ajzen, I. (2002). Perceived behavioral control, self-efficacy, locus of control, and the theory of Planned behavior. *Journal of Applied Social Psychology*, 32, 1-20
- Abu Baker, S. (2007). Factors contributing to the success of biotechnology SMEs in Malaysia. Thesis submitted in fulfillment of the requirements for the degree of Doctor of Philosophy
- Armitage, C. J., & Conner, M. (2001). Efficacy of the Theory of Planned Behavior: A met analytic review. *The British Psychological Society*, 40, 471-499
- Fysh, A. (2009). Libya
- Alstete, J.W. (2002). On becoming an entrepreneur: An evolving typology. International Journal of Entrepreneurial Behavior & Research, 84, 222-234
- Bakar, H., Abidin, F. Z., & Yeon, A. L. (2004). Entrepreneuship Development: The Case of University Utara Malaysia
- Bakar , H., & Abidin, F.Z. (2005). Entrepreneurship Education: The Case of University Utara Malaysia
- Bennett, R. (2006). Business lecturers' perceptions of the nature of entrepreneurship. *International Journal of Entrepreneurial Behaviour and Research*, 12, 165-188

- Hynes, B., & Richardson, I. (2007). Entrepreneurship education. *Education & Training*, 49, 732-744
- Bird, B. (1998). Implementing Entrepreneurial Ideas: The Case for Intention. *Academy of Management Review*, 13, 442-453
- Bygrave, W.D., & Zacharakis, A.L. (Eds.) (2004). The Portable MBA in Entrepreneurship, 3rd edition. *New York: Wiley*
- Bandura, A. (1986). The social foundations of thought and action. Englewood Cliffs: Prentice Hall
- Cohen, A.M., Brawer, F.B., & Kozeracki, C.A. (2000). Jump Start III Final Report. Center for the Study of Community College, Los Angeles, CA
- Cheung, C. (2008). Entrepreneurship education in Hong Kong's secondary curriculum. *Education & Training*, 50, 500-515
- Crant, J.M. (1996). The proactive personality scale as a predictor of entrepreneurial intentions. *Journal of Small Business Management*, 35:1, 42-49
- Coakes. S. J., & Steed, L. G. (2003). SPSS: Analysis without anguish: version11.0 Windows. New York
- Cetinkaya, Y, B. (2005). Turkish college students' willingness to communicate in English as a foreign language. Presented in Partial Fulfillment of the Requirements for the degree doctor of philosophy in the graduate School of the Ohio State University
- Douglas, E.J., & Shepherd, D.A. (2002). Self-employment as a Career Choice:

 Attitudes, Entrepreneurial Intentions, and Utility Maximization.

 Entrepreneurial Theory and Practice, 26, 81-90
- Davidsson, P. (1995). Determinants of entrepreneurial intentions. RENT (Research in Entrepreneurship) Conference, IX, Piacenza, 23-24 November (also Working Paper Series 1995-1, Jonkoping International Business School, Jonkoping)

- Drennan, J., J. Kennedy., & P. Renfrow. (2005). Impact of childhood experiences on the development of entrepreneurial intentions. *International Journal of Entrepreneurship & Innovation*, 6, 231-238
- Duygu, T., & Senem, S. S. (2009). Which factors affect entrepreneurial intention of university students?. *Journal of European Industrial Training*, 33-2, 142-159
- David, S. E., & Jovanovic. B. (1989). An Estimated Model of Entrepreneurial Choice under Liquidity Constraints" *Journal of Political Economy*, 97 (4), 808-827
- Douglas, E.J., Fitzsimmons, J.R. (2005). Entrepreneurial Intentions towards Individual vs. Corporate Entrepreneurship. *Paper presented at the SEAANZ Conference*. Armidale, N.S.W., September 2005.
- Douglas, E.J., Shepherd, D.A. (2002). Self-Employment as a Career Choice: Attitudes, Entrepreneurial Intentions, and Utility Maximization. *Entrepreneurship Theory and Practice, Spring.* 81-90.
- Erkkila, K. (1996). Enterprise Education in the Case of Finlan. World Congress of Comparative Education Societies, Sydney
- Fayolle, A. (2000). Lenseignement de l'entrepreneuriat dans le syste`me e´ducatif supe´rieur: un regard sur la situation actuelle. *Revue Gestion*, 3, 77
- Fayolle, A., Kyro, P., & Ulijn, J. (2005). Entrepreneurship Research in Europe, Edward Elgar Publishing, Northampton, MA
- Fayolle, A., Gailly, B., & Lassas, N. (2006). Assessing the impact of entrepreneurship education programmes: a new methodology. *Journal of European Industrial Training*, 30-9, 701-20
- Fayolle, A., & Klandt, H. (2006). Issues and newness in the field of entrepreneurship education: new lenses for new practical and academic questions. In Fayolle, A. and Klandt, H. (Eds), International Entrepreneurship Education, Edward Elgar Publishing, Northampton, MA, 1-20

- Fiet, J. (2001). The pedagogical side of entrepreneurship theory. *Journal of Business Venturing*, 16 2, 101-18
- Fiet, J. (2001). The pedagogical side of teaching entrepreneurship. *Journal of Business Venturing*, 16 -2, 101-17.95
- Fitzsimmons, J.R., & Douglas, E.J. (2005). Entrepreneurial Attitudes and Entrepreneurial Intentions: A Cross-Cultural Study of Potential Entrepreneurs In India, China, Thailand And Australia. Babson-Kauffman Entrepreneurial Research Conference, Wellesley, MA. June 2005
- Fagenson, E.A. (1993). Personal value systems of men and women entrepreneurs versus managers. *Journal of Business Venturing*, 8, 409-430
- Gibb, A. (1993). The enterprise culture and education: understanding enterprise education and its links with small business, entrepreneurship and wider educational goals. *International Small Business Management Journal*, 11 No. 3, 11-34
- Gibb, A. (1993). Small business development in Central and Eastern Europe Opportunity for a rethink?. *Journal of Business Venturing*, 8, 461-86
- Gibb, A. (2002). In pursuit of a new 'enterprise' and 'entrepreneurship' paradigm for learning: Creative destruction, new values, new ways of doing things and new combinations of knowledge. *International Journal of Management Reviews*, 4 3, 233-70
- Gorman, G., & Hanlon, D. (1997). Some research perspectives on entrepreneurship education, enterprise education and education for small business management: a ten year literature review. *International Small Business Journal*, 15 2, 56-78
- Galloway, L., & Brown, W. (2002). Entrepreneurship education at university: a driver in the creation of high growth firms?. *Education & Training*, 44 8/9, 398-405
- Gray, C. (2001). Entrepreneurial objectives, family expectations, and the use of information and communication technologies (ICT), In Proceedings rent xv. *Research in entrepreneurship and small business*, 1.

- Gatewood, E. J., Shaver, K. G., Powers, J. B., & Gartner, W. B. (2002). Entrepreneurial expectancy, task effort, and performance. *Entrepreneurship Theory & Practice*, 27 -2, 187-206
- Gry A., Alsos., Isaksen, J., & Erika. S. (2006). Youth entrprrise experience and business start-up intentions. *Nordic Conference on Small Business Research*
- Hatten, T. S., & Ruhland, S. K. (1995). Student attitude towards entrepreneurship as affected by participation in an SBI program. *Journal of Education for Business*, 70-4, 224-228
- Henderson, R., & Robertson, M. (2000). Who wants to be an entrepreneur? Young adult attitudes to entrepreneurship as a career. *Career Development International*, 5 No. 6, 279-87
- Heinonen, J., & Poikkijoki. S. (2006). An entrepreneurial-directed approach to entrepreneurship education: mission impossible. *Journal of Management Development*, 25, 1, 80-94
- Jesselyn, M., & Mitchell, B. (2006). Entrepreneurship education in South Africa: a nationwide survey. *Education & Training*, 48 5, 348-359
- Kolvereid, L. (1996). Organizational employment versus self-employment: reasons for career choice intentions. *Entrepreneurship Theory and Practice*, 20, 3, 23-31
- Kolvereid, L., & Moen, O. (1997). Entrepreneurship among business graduates: does a major in entrepreneurship make a difference? *.Journal of European Industrial Training*, 21 4 154-60
- Kolvereid, L., & Isaksen, E. (2006). New business startup and subsequent entry into selfemployment. *Journal of Business Venturing*, 21, 566-885
- Krueger, N.J., & Carsrud, A. (1993). Entrepreneurial intentions: applying the theory of planned behaviour. *Entrepreneurship Reg Dev.* 5: 315–330
- Krueger, N. (1993). The impact of prior entrepreneurial exposure on perceptions of new venture feasibility and desirability. *Entrepreneurship: Theory & Practice*, 18 1, 5-21

- Krueger, N., & Brazeal, D. (1994). Entrepreneurial potential and potential entrepreneurs. *Entrepreneurship Theory & Practice*, 18-3, 91-94
- Kyro, P. (2003). Conceptualising entrepreneurship education the current state and some future expectations. *Paper presented at the Internationalizing Entrepreneurship Education and Training Conference, Grenoble*, 7-10 September
- Kamariah, O., Yaacob, A., & Wan, J. (2004). A study of entrepreneurial intention among young Malaysians: A case of Universiti Tenaga Nasional's (UNITEN) Students. *Proceedings of the 3rd International Conference on SMEs in a Global Economy*, MARA Technology University, Malaysia, and University of Wollongong, Australia, Holiday Villa Subang, Malaysia, 6-7 July
- Kuratko, D. (2005). The emergence of entrepreneurship education: developments, trends, and challenges. *Entrepreneurship Theory & Practice*, 29 5, 577-97
- Klandt, H. (1993). Methods of teaching: what is useful for entrepreneurship education. Proceedings of the Conference on Internationalizing Entrepreneurship. *Education and Training*, InkEnt '93, Vienna, July 5-7
- Kropp, F., & Zolin, R. (2005). Technological Entrepreneurship: The Role of Small Business Innovation Research, Programs. *Academy of Marketing Review*
- Liñán, F., & Rodríguez, J.C. (2004). Entrepreneurial attitudes of Andalusian university students. 44th ERSA Conference, Porto (Portugal), 21-25
 - Linan, F., & Cantuche., R. (2005). Factors affecting entrepreneurial intention levels". Liñán, F. (2005). Development and validation of an Entrepreneurial Intention questionnaire (EIQ). *IntEnt2005 Conference*, Guildford (United Kingdom), 10-13 july
- Liñán, F., & Chen, Y. M. (2006). Testing the Entrepreneurial Intention Model on a Two-F
- Linan, F., Urbano, D., & Guerrero, M. (2007). Regional variations in entrepreneurial c ognitions Start-up intention of university students in Spain. *Entrepreneurial Cognitions*, 27, 6

- Lumpkin, G.T., & Dess, G.G. (1996). Clarifying the entrepreneurial orientation construct and linking it to performance. *Academy of Management Review*, 21 -1,135-72
- Lumpkin, G.T. (2007). The Psychology of Entrepreneurship, SIOP Organizational Frontiers Series, Lawrence Erlbaum Associates, Mahwah, NJ
- Mohan, S. (2001). The perceived needs, benefits and potential target markets for entrepreneurial education". In Brockhaus, R.H., Hills, G.E., Klandt, H. and Welsch, H.P. (Eds), *Entrepreneurship Education: A Global View*, Ashgate Publishing, Aldershot 184-97
- Matlay, H. (2005). Researching entrepreneurship and education: what is entrepreneurship and does it matter? . *Education & Training*, 47 8/9, 665-77
- Michael, L. H., & Shanan G.(2008). Examining the entrepreneurial attitudes of US business student. *Education & Training*, 50-7, 568-581
- McMullan, E.W., Long, W. A., & Wilson. (1985). MBA concentration on entrepreneurship. *Journal of Small Business and Entrepreneurship*, 3-1, 18-22
- MacMillan, E. W. (1986). To really learn about entrepreneurship, let's study habitual entrepreneurs. *Journal of Business Venturing*, 1,241-243
- Miettinen, A. (2001). Entrepreneurship as an ability game: observations from childrens' and adolescences' microstoria. In Proceedings RENT X. Research in entrepreneurship and small business, 2-4,342
- Menzies, T., & Tatroff, H. (2006). The propensity of male vs. female students to take courses and degree concentrations in entrepreneurship. *Journal of Small Business and Entrepreneurship*, 19 2, 203-23
- Minniti, M., Allen, I. E., Langowitz, N. (2005). Global Entrepreneurship Monitor: 2005 Report Women Entrepreneurship. Babson College, The Center for Women's Leadership at Babson College, London business School

- Mwangi, N., & Joseph, B. (2004). Student Entrepreneurship on Campus: A Survival Response or a Career Rehearsal? The Case of Egerton University Student Entrepreneurs. *Eastern Africa Social Science Research Review*, 20, 1
- Man, T.W. (2006). Exploring the behavioural patterns of entrepreneurial learning. *Education & Training*, 48, 5, 309-321
- Ndirangu, M., & Bosire, J. (2004). Student entrepreneurship on campus: a survival response or a career rehearsal? The case of Egerton University student entrepreneurs. *Eastern Africa Social Science Research Review*, 20, 151-66
- Navarro, M. M., Iglesias, M. P., & Torres, P. R. (2009). Curricular Profile of university graduates versus business demands. *Education& Training*, Vol. 5. 1, 56-69
- Noel, T. (1998). Effects of entrepreneurial education on intent to open a business: An exploratory study. *Journal of Entrepreneurship Education* 5, 3-13
- Oruoch, D. M. (2006). Factors that facilitate intention to venture creation among Nasentreprenurs- Kenyan Case. *Research Paper of the Executive Doctor of Management Program*
- Rastrigina, O. (2008). Family Interactions in the Making of Entrepreneurs in Latvia
- Regis,P, Falk, J. A., & Maria, S.(2007). Mentoring Entrepreneurial Networks: mapping conceptions of participants in technological-based business incubators in Brazil, 13,7
- Rubin, S. & Cunniff, C. (1996). I Would Have Taught You Differently: Bringing an Understanding of the Economy into the Schools Alliance for Achievement. Chapel Hill, NC
- Robinson, P.B., Stimpson, D.V., Huefner, J.C., & Hunt, H.K. (1991). An attitude approach tothe prediction of entrepreneurship. *Entrepreneurship Theory and Practice*, 15-4, 13-32

- Robertson, M., & Wilkinson, D. (2006). Student Entrepreneurial Intentions Survey 2005-06, Centre for Graduate Entrepreneurship in Yorkshire, Leeds
- Shapero, A., & Sokol, L. (1982). Social dimensions of entrepreneurship in Kent, C., Sexton, D. and Vesper, K. (Eds). The Encyclopedia of Entrepreneurship, Prentice-Hall, Englewood Cliffs, NJ, 72-90
- Scholten, V., Kemp, R., & Omta, O. (2004). Entrepreneurship for life: The entrepreneurial intention among academics in the life sciences. *Paper prepared for European*.
- Sekaran, U .(1992). Research methods for business: A skill building approach, (2nd) John Wiley and Sons Inc". New York
- Segal, G., Borgia, D., & Schoenfeld, J. (2005). The motivation to become an entrepreneur". *International Journal of Entrepreneurial Behaviour & Research*, 11-1, 42-57
- Souitaris, V., Zerbinati, S., & Al-Laham, A. (2007). Do entrepreneurship programmes raise entrepreneurial intention of science and engineering students? The effect of learning, inspiration and resources. *Journal of Business Venturing*, 22, 566–591
- Shook, C.L., Priew, R.l., & McGee, J.E. (2003). Venture creation and the enterprising individuals: a review and synthesis. *Journal of Management*. 23-3, 379-399
- Stanworth, J., Blythe, S., Granger, G., & Stanworth, C. (1989). "Who becomes an entrepreneur?". *International Small Business Journal*, 8, 11-22
- Schein, E. H. (1978). Career dynamics: matching individual and organizational needs . *Reading, MA: Addison-Wesley*
- Stevenson, H., & Carlos, J. (1990). A Paradigm of entrepreneurship: Entrepreneurial manage-mint. *Strategic Management Journal*, 11:17-27
- The European Commission .(2006). Entrepreneurship Education in Europe: Fostering Entrepreneurial Mindsets through Education and Learning, availableat:europa.eu/enterprise/entrepreneurship/support_measures/training_education/doc/oslo_report_final_2006.pdf (accessed 19 March 2008)

- Thompson, J.L. (2004). The facets of the entrepreneur: identifying entrepreneurial potential. *Management Decision*, 42 1-2, 243-58
- Wilson, F., D. Marlino,, & J. Kickul. (2004). Our entrepreneurial future: Examining the diverse attitudes and motivations of teens across gender and ethnic identity. *Journal of Developmental Entrepreneurship* 9- 3, 177-197
- Wilson, F., J. Kickul,, & D. Marlino. (2007). Gender, en trepreneurial self-efficacy, and entrepreneurial career intentions: Implications of entrepreneurship education. *Entrepreneurship: Theory and Practice* 31-3, 387-406
- Wiklund, J., & Shepherd, D. (2005). Entrepreneurial orientation and small business performance: a configurational approach. *Journal of Business Venturing*, 20-1, 71-91
- Waldmann, E. (1997). A preliminary investigation into entrepreneurial/small business attitudes among students in rural New South Wales: educational and employment implications. *Curriculum Perspectives*, 17, 21-7
- Watkins, J. M., & Watkins, D. S. (1983). The female entrepreneur: Her background and determinants of business choice. Some British data. In J. A. Hornaday, J. A. Timmons, &K. H. Vesper (Eds.). Frontiers of entrepreneurship research, 271-288
- Yusop, M. (2002). Keperluan pengayaan ilmu dalam menjayakan perniagaan di kalangan usahawan kecil Bumiputera ke arah melahirkan usahawan industri kecil sederhana yang Berjaya. *Proceedings of the National IKS Finance Conference*, Langkawi, 19-20
- Zhao, H., Seibert S. E., & Hills, G. E. (2005). The mediating role of self-efficacy in the development of entrepreneurial intentions. Journal of Applied Psychology, 90-6, 1265–1272
- Zhang , L., & Arora, B. (2007). Attitudes of the Youth towards Entrepreneurs and entreprenurship: A Cross- Culture Comparsion of India and Chian". Research and Publication, 001-06